

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *work family conflict* terhadap *turnover intention* dengan *job stress* sebagai variabel intervening pada PT Putra Samudra Indonesia di wilayah Jawa Timur. Pada penelitian ini digunakan pendekatan kuantitatif dengan metode sensus dan didukung. Penelitian ini menggunakan data primer sejumlah 76 orang, dimana data tersebut diambil dengan menggunakan metode kuisioner yang dibagikan kepada karyawan di PT Putra Samudra Indonesia di wilayah Jawa Timur. Penelitian ini menggunakan *structural equation modelling* (SEM) sebagai teknik pengukuran menggunakan *partial least square* (PLS) dan perhitungan *variance accounted for* (VAF) untuk menguji efek mediasi.

Hasil penelitian menunjukkan bahwa *work family conflict* berpengaruh secara positif dan signifikan terhadap *job stress*. *Job stress* berpengaruh secara positif dan signifikan terhadap *turnover intention*. *Work family conflict* berpengaruh positif dan signifikan terhadap *turnover intention*. *Work family conflict* berpengaruh positif dan signifikan terhadap *turnover intention*, sehingga *job stress* mampu menjadi variabel intervening atau variabel mediasi pada *work family conflict* terhadap *turnover intention*.

Kata kunci : *Work family conflict, job stress, turnover intention.*

ABSTRACT

The aim of this study is to examine the influence between work family conflict to turnover intention with job stress of intervening variable in Putra Samudra Indonesia Corporate, especially East Java region. This research uses quantitative approach with census method and supported. This study uses the primary data of 76 people, where the data is taken by using the questionnaire method that distributed to employee in Putra Samudra Corporate in East Java region. This study uses structural equation modeling (SEM) as a measurement technique using the assistance of partial least square (PLS) and variance accounted for (VAF) measurement to test the mediation effect.

The result showed that work family conflict positively and significantly affect to job stress. Job stress positively and significantly affect to turnover intention. Work family conflict positively and significantly affect to turnover intention. Work family conflict positively and significantly affect to turnover intention, so job stress can be intervening variable or mediating variavle on the influence of work family conflict on turnover intention.

Keywords : *Work family conflict, job stress, turnover intention.*